

“What do I do now?”



Why partner with IMPACT Group?

EMPLOYEE-CENTRIC APPROACH

Unlike mega- or tech-firms that treat your employees like a number or login, we help employees navigate through this career change with sensitivity and at their own pace.

SUPPORT UNTIL SUCCESSFUL TRANSITION

Employees often need flexibility in timing and tools when looking for their next opportunity. We offer support until their transition is complete, and our Alumni Network continues that support into the future.

EMPOWERMENT FOR REMAINING EMPLOYEES

Nobody wants to worry about their departed colleagues. Outplacement solutions and programs, such as High IMPACT Change, are a way to help employees focus on the future.

EXPERTISE AND TECHNOLOGY AT THE CORE

We harness innovation and technology with our industry expertise. The myIMPACT Career Portal complements our personalized coaching.

FLEXIBLE AND INNOVATIVE SOLUTIONS

We aren't a one-size-fits-all solution. We tailor our support to your business. We innovate to anticipate the needs of tomorrow.

EMBRACING A CLEAR PATH FORWARD

An Employee-centric Approach to Outplacement

Reduce Your Risk

Company reorganizations are disorienting—for both your former employees (What am I supposed to do now?) and your remaining team members (Am I next?). You have the difficult task of balancing concern for your former and current employees with concern for your company.

That's not easy.

Outplacement support can help.

Protect Your Brand

Letting employees go isn't as simple as handing over a letter and a severance package. You must protect your brand's reputation—a critical consideration in our increasingly social culture—and maintain a positive work environment.

That's not easy.

Outplacement support can help.

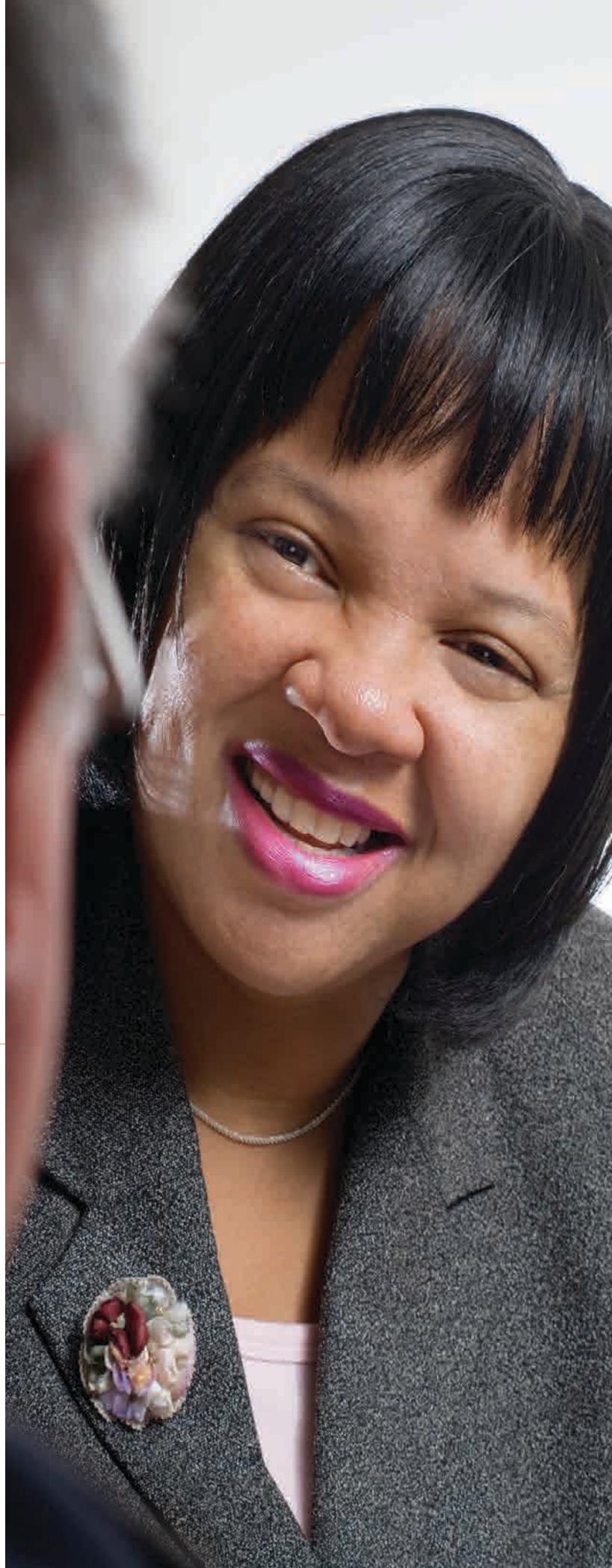
Champion Your Employees

As a company who cares about people, you want to see your former employees take a positive step forward, and you want to provide them with resources and tools to make that happen.

That's not easy.

Outplacement support can help.

We offer personalized, dedicated Career Coaching and Account Management. From the planning phase through the moment your exiting talent lands a new position, IMPACT Group works as a partner to you, your company and your exiting employees.





SUPPORT FOR YOUR COMPANY

Strategic Planning

A tangle of questions immediately follow the decision to let someone go.

“Is there a compassionate way to have the conversation?”

“How will the rest of the team take the news?”

“What’s this going to do to our reputation as a company?”

It’s our job to answer those questions. We begin by listening. From the moment we partner with you, we make sure we understand what’s most important to your company. Our strategic and thorough project management provides a seamless process to align with your goals and put your entire team at ease.

Your strategic plan will address the **four phases** of a reduction in force:

1. Making the decision to reduce staff
2. Preparing to downsize
3. Actively downsizing
4. Leading company recovery efforts

Champion your employees and see them secure jobs 2.67x faster!

“It’s important for us to have support we can count on. IMPACT Group continuously does this while caring for our employees and delivering high success rates.” - Highly Satisfied Client

Empower your employees to triumph!

Management Training

A successful outplacement strategy invests time and energy in two directions: toward the transitioning employees and with the remaining staff.

With IMPACT Group's training, your HR team and managers will be equipped with the skills, information and language they need to engage in clear, but compassionate, conversations with exiting employees. We'll help them adequately prepare for difficult scenarios they may encounter as a result of the announcement.

In addition, our High IMPACT Change program trains your managers to protect your company's reputation in two significant ways:

1. Ensuring exiting employees continue to be brand advocates—particularly on social media and review websites.
2. Minimizing negativity among remaining employees while empowering them to move forward.

Notification Day Support

As your Outplacement Support partner, IMPACT Group is committed to seeing you through the entire process—onsite and in-person. An Outplacement Coach will be available (for a full or half day) to help your exiting employees process their initial emotional reactions and address each of their concerns head-on. Next, they'll form concrete next steps and discuss Dos and Don'ts, including how to share the news with their family.





SUPPORT FOR YOUR EMPLOYEES

Dedicated Career Coaching

Job seekers in today's modern labor market may understand how to use technology, but they still don't understand the nuances of how to stand out among competitors.

Job seekers who use search assistance are 2.67 times more likely to find a position, and IMPACT Group has a proven record of helping people land a great position in half the time of the national average.

How? IMPACT Group's Career Coaches. Our seasoned experts are skilled in job search and career management, and they're determined to find the best placement for your employees—quickly.

Dedicated Career Coaches are carefully matched with exiting employees based on their unique needs, geographic location and the coach's area of specialization. Through local expertise and real-time assistance, coaches help employees build career resiliency, fine-tune their career strategy and move forward with a transition plan.

With over 200 career coaches throughout the US and around the world, IMPACT Group is equipped to provide local expertise. We have a proven process to coach job seekers in all aspects of job search.

Our flexible, employee-centric approach means they will:

- Complete a needs assessment to tailor the program to their individual career goals
- Navigate the transition at their own pace, pausing service when necessary
- Receive ongoing support and resources until they've successfully transitioned
- Explore options to go beyond just the next job

"My coach was the ultimate coach during a difficult time. She was coach, cheerleader, counselor, strategist...She had such an in-depth knowledge of resources I wasn't even aware of."

- Successful Job Seeker

Proven Coaching Process



Retirement & Entrepreneurship

Over the next several years, more people will retire or explore new business opportunities than in any point in history. We'll work with your retiring talent to help them train their successors and leave the organization on a positive note.

For individuals looking for opportunities to work for themselves, IMPACT Group offers entrepreneurial-focused coaching. Participants will learn how to assess market needs, create a business plan and review financial options.

myIMPACT Career Portal

Our career portal harnesses innovation and technology, while complementing our one-on-one coaching partnership. This mobile-friendly, interactive site serves as a gateway to the employee's new direction. The portal includes:

- Daily Job Leads
- Virtual Interview and Coaching Tools
- Salary/Offer Negotiation Resources and Strategies
- Career/Skill Assessment Tools
- Online Workshops, Videos and Library
- Big Data for Companies and Trends
- Social Networking Guidance

800.420.2420 | +1.314.453.9002 | impactgrouphr.com



IMPACT
GROUP[®]

impactgrouphr.com

